As we stated in our final report, the ADAPP-ADVANCE project continues to refine initiatives, policies and practices. As we approach the start of Year Five, our focus is resolutely on institutionalization of grant initiatives and producing research for broader dissemination. This report provides an update of progress since we submitted our annual report (early) on May 1, 2012.

**INSTITUTIONALIZATION – STRUCTURES, PROCESSES AND PROGRAMS**

The Institutionalization Action Group (IAG) is meeting on September 2, 2012 to set institutionalization priorities for the grant’s fifth year. The IAG will be addressing the following questions:

- Where are we in our progress towards institutionalization?
  - What is working well?
  - What is not working well?

- What are our priorities for institutionalization?
  - Faculty Excellence Advocate (FEA) role and network?
  - Implementation, modification and monitoring of academic human resource policies and Practices? Diversity metrics and integration of college planning meeting outcomes into the academic planning process?

- What deliverables do we hope to produce?

**PROGRESS TOWARDS INSTITUTIONALIZATION OF THE FEA NETWORK**

- Provost Kim Wilcox met with Deans of ALL Michigan State University Colleges to talk about the evolving role of the FEA in those colleges. The three ADAPP Deans talked about the current role of the FEA in their colleges. Next step: a fall meeting of the Provost, Deans and FEAs.

- FEA meetings are set for three dates in 2012-2013:
  - Friday, September 14
  - Monday, November 12
  - Monday, January 28
  - Thursday, April 25

- The FEAs will participate in this summer’s College Diversity Planning Meetings (these meetings have been held over the past decade but the FEAs will be participating for the first time this year).

- A tiered FEA funding system was put in place to account for differences in the number of faculty in each college supported by an FEA. The funding ranges from 20-50% of an FEA salary.
PROGRESS TOWARDS INSTITUTIONALIZATION OF MENTORING POLICY

- An assessment rubric was created and is currently being piloted by the College of Social Science.

INSTITUTIONALIZING METHODS FOR COLLECTING AND UTILIZING FACULTY ACCOMPLISHMENTS DATA

Faculty Information Tool development team has a meeting with senior academic administrators (including the Provost, Vice President for Research and Graduate Studies, other) on August 31 to do the following:

- Propose the University purchase Digital Measures to record faculty achievement data.

- Provide an update on Sci-Val implementation.

- Present plans to survey the colleges - what profile information do colleges want to include in each faculty members Sci-Val profile.

INSTITUTIONALIZING ACCOUNTABILITY STRUCTURES - INTEGRATION WITH ACADEMIC PLANNING PROCESS

In 2011-12, Provost Wilcox has intentionally heightened the focus on college level progress on diversity by providing incentive funding for colleges that made notable progress on diversifying the faculty, consistent with the goals and objectives of the ADAPP-ADVANCE grant and our commitment to institutionalize best practices for faculty recruitment, retention and creating an affirming climate for excellence.

MSU’s commitment to inclusion and diversity is a hallmark value of the institution. It is important that college and unit-level policies and practices are aligned with MSU’s values of quality and inclusion and that there are effective structures in place to facilitate and promote the commitment to achieving excellence with diversity. The academic planning process of the University engages all seventeen degree-granting colleges and academic support units; therefore, integrating ADAPP-ADANCE best practices into the academic planning process is one of the most effective ways to ensure institutionalization of many of the high impact practices the grant has developed as well as accountability at the college and departmental level for continued progress on diversity metrics.

As part of the planning process now and going forward, each college will be reviewed for some common indicators of success, including the number of underrepresented faculty members within the college, and their distribution across ranks. For Spring 2012, colleges were asked for additional plans and indicators by which their progress should be evaluated.
The Provost’s Office is in the process of refining and approving a set of specific diversity metrics for each college upon which will be part of the annual discussion of college strategic priorities and related investment decisions. In addition, the IAG group is working on how best to integrate the action items and outcomes from the college diversity planning meetings into the college academic planning meetings with the Provost.

Infusing the work of the ADAPP-ADVANCE grant into the fabric of MSU with a sustainable infrastructure and ongoing support will be one of the top priorities of the IAG group in 2012-13.

ACHIEVEMENTS BY PROJECT GOAL

GOAL 1: INCREASE THE RECRUITMENT OF WOMEN FACULTY

- CROSS-COLLEGE / GMT ACTIVITY
  - Faculty Search Toolkit printed and disseminated by FEAs to search committees being formed for 2012-2013. All search committee members at Michigan State will have access to this toolkit for the 2012-2013 hiring season.

- COLLEGE ACTIVITY (COLLEGE OF ENGINEERING)
  - As previously reported, the College has defined a new process for faculty search and recruitment to ensure clarity, fairness and inclusiveness. The new process incorporates the involvement of the FEA at several stages during the search process. The search for the Chair of our CEE Department was completed over the summer, following the guidelines set by the new process.

- COLLEGE ACTIVITY (COLLEGE OF NATURAL SCIENCE)
  - Dean Kirkpatrick, Associate Dean Chivukula and FEA Conrad reviewed outcomes of 2011-12 searches.
  - Dean Kirkpatrick approved searches for 2012-13.
  - FEA met with chairs/directors/search committees, and/or began the review of position descriptions and evaluation criteria for the following searches: Chemistry (1 position), Plant Biology (1 position), Ecology Evolutionary Biology and Behavior (2 positions), Mathematics (2 positions), Microbiology and Molecular Genetics (1-2 positions).
GOALS 2 & 3: INCREASED RETENTION AND ADVANCEMENT OF WOMEN FACULTY

- CROSS-COLLEGE / GMT ACTIVITY
  - Toolkits reprinted and new package designed to hold the complete set (faculty search, annual review, RP&T, and mentoring). New package provided to new administrators and new faculty.
  - This summer, our focus related to women's leadership has been to scale women's leadership programming to the wider campus community. Currently, we are assisting the three residential colleges at MSU - Lyman Briggs, James Madison, and Arts and Humanities - in coordinating a women's leadership event for their women faculty that includes speed mentoring with senior women from around campus and networking action groups aimed at identifying and exploring leadership issues specific to the residential college environment. The financial support for this programming is coming directly from our Office of the Provost (as the immediate impact is on faculty outside of the ADAPP-ADVANCE colleges).

- COLLEGE ACTIVITY (COLLEGE OF SOCIAL SCIENCE)
  - Received the final report for the Psychology Mentoring Program Assessment, and we are currently reviewing these materials.
  - Reviewing/revising aspects of the annual review process and constituted a committee to design guidelines/protocol for all annual review letters in the college.
  - Finalizing review of department mentoring policies, preparing to provide feedback to the departmental chairs/directors for revisions and finalization.

- COLLEGE ACTIVITY (COLLEGE OF ENGINEERING)
  - The small work group of six faculty formed by the FEA continued their work over the summer in looking into mechanisms to formally assess our mentoring programs, define good mentoring practices that may address challenges unique to College of Engineering faculty, and look into new opportunities to enhance our mentoring approaches. The collected information from our pre-tenure faculty has already led to good ideas for improvement. Based on our initial evaluation of this information, we decided to prepare a web-based assessment tool and engage our entire tenure stream faculty in the evaluation of mentoring needs, and its assessment effectiveness. We plan to launch this web-based tool in the fall semester.
  - A notable piece of news over the summer was the election of Prof. Laura Dillon as Vice Chair of the ACM (Association for Computing Machinery) Special Interest Group on Software Engineering.
• COLLEGE ACTIVITY (COLLEGE OF NATURAL SCIENCE)
  o New Faculty Welcome on August 27
  o 2012-13 STEM Teaching Essentials Workshops scheduled, beginning August 23, 2012 (http://teachingessentials.msu.edu/)

EVALUATION

Over the course of the past several months, we have been working closely with our evaluators, the Ohio Center for the Evaluation of Mathematics and Science Education, to decide upon evaluation goals (and budget) for year five and a possible No Cost Extension year.

Dr. Sarah Woodruff and her team will be visiting campus to collect data and advise us on institutionalization on September 19 and 20.

RESEARCH PROJECTS

1. Advancing Faculty Inclusion and Excellence: An Examination of Faculty Socialization Tactics toward and Perceptions of Institutional Embeddedness among Underrepresented Faculty of Color.
   a. Contacted all tenure-track Black/African-American, Latino/Hispanic, and Native American faculty and invited them to participate.
   b. Conducted 54 interviews to date and are continuing to schedule individuals.
   c. Working to reach target numbers for each race-gender group (36% - same as W/E survey)
   d. Transcribing interviews (25% complete)

2. Impact of external funding on promotion of Assistant Professors at MSU and differential impact by gender and ethnicity.
   a. Gathered all human resource and grant data.
   b. Ran data analyses.
   c. Currently reviewing analyses.
   d. Currently drafting components of research article.
DISSEMINATION


Lipscomb, W.D., Wadland, W.C., & Mulder, D.D. (2012). An innovative and inclusive approach to promoting faculty diversity and excellence. Presentation at the Association of American Medical Colleges Group on Faculty Affairs and Diversity and Inclusion Professional Development Conference, Indianapolis, IN.


McDaniels, M. (2012). Enhancing research and publication success by cultivating your mentoring network. Paper presented at the 23rd annual conference of the Women in Engineering ProActive Network, Columbus, OH.